

Board of Directors Meeting  
September 16, 2021  
9 a.m.



MINUTES

- Present:** Mary Heard (President), Florette Giasson (Vice-President), Adam Chrobak (Treasurer), Tara-Lee Procter (Maciuszonek) (Member at Large), Darlene MacDonald (MB CASW Director), Isaac Ansah, Beatrice Campbell, Wil Hedges, Darin Hovius, Barb Temmerman, Darlene MacDonald, Wil Hedges
- Staff:** Barbara Temmerman, Amelie Findlay
- Guests:** Sherry Lyn Lam (MSW Practicum Student), Salina Dookheran (2021-22 Board Member), Hai Luo (2021-22 Board Member), Tricia VanDenakker (2021-22 Board Member)
- Regrets:** Jan Christianson-Wood, Voula Karlaftis, Gwen Kydd, Alexander Sawatsky

Called to order at 9:04 AM

**I. Board Meeting Opening – Mary Heard**

*Acknowledgement: The land on which we gather is Treaty 1 territory - the traditional territory of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and the homeland of the Métis Nation. The College acknowledges and respects the diverse histories and cultures of Indigenous Peoples across Manitoba in the spirit of reconciliation.*

**II. Welcome**

Welcome to acclaimed 2021-22 board members who will be joining the board officially after the October 7, 2021 AGM.

**III. Additions or changes to the agenda**

Additions include: 1) new in camera session following reserve fund policy to discuss confidential Board matters; 2) Move item Meeting Evaluation Summary to later in the agenda.

***Be it resolved that the September 16, 2021 Agenda is approved as amended. CARRIED.***

**IV. New Business**

**a) 2021 Audit Review - Jeff Eckstein and Jessica Neil of MNP**

Nothing of concern noted, no changes from audit service plan. Auditor is satisfied that there are no further items to discuss in terms of identified or suspected fraud, non-compliance with laws, legal matters against the College or subsequent events. Barb and Mary confirmed there are no new items to note up to today's date. The auditor did not have any concerns regarding accounting policies. They understand controls in place and have no concerns and no management letter points. The auditor is independent, and the financial statements includes an independence letter. The auditor made the standard adjustments the same as previous year for the College, nothing of concern.

**2020-2021 Audited Financial Statement**

The auditor provided a clean audit opinion. When the Annual Report is ready, they will review and note to the Board if there any discrepancies. The total assets have increased due to

internally restricted investments from a transfer of funds and the recovery of investments. Revenue up due to membership fees, expenses down mostly due to COVID-19, for example no travel by staff. Net assets of 1.1 million dollars. No significant changes in the notes. Note 7 outlined internally restricted policy and transfers.

***Be it resolved that the Board will enter in-camera session with auditor to confirm results of audit. CARRIED.***

**b) In-Camera Session – Board Member Questions for Auditor**

***Be it resolved that the Board approves that the 2021 investment income of \$184,125 along with an additional \$150,000 be transferred to internally restricted funds for the purpose of meeting the targets identified in the Reserve Fund Policy. CARRIED.***

***Be it resolved that the audit report for the period of April 1, 2020 to March 31, 2021 is approved as presented. CARRIED.***

**c) Appointment of Auditor**

***Be it resolved that MNP shall be recommended as auditor for the April 1, 2021 - March 31, 2022 fiscal year at the 2021 Annual General Meeting. CARRIED.***

**d) Reserve Fund Policy Proposed Revision**

Discussion of reserve fund targets. MCSW has an integrated regulatory and association role. The trend in regulation across Canada is that those roles are split. If the MB government decided to do the same, we would want to make sure there is enough funding to support two separate organizations.

Tara-Lee Procter joined the meeting. (10:07 AM)

A higher reserve fund would support the transition. Discussion of increasing operating reserve from 25% to 50% or 75%. Board recommends changing it to 50%.

***Be it resolved that the revision to the Reserve Fund Policy is approved as amended. CARRIED.***

**f) Meeting Evaluation Summary**

Three Board members completed the summary last meeting. A Survey Monkey link will be set up to complete the evaluation and sent out in the last 5 minutes of each meeting.

**g) Inquiry Hearing Honorarium Policy Review**

Current policy allows for \$200 for full day and \$100 half day of hearing. The chair is highlighting that there is more time required, meetings with lawyers, paper reviews and writing decisions. Those in private practice must hold time and lose income.

Barb will complete scan of how other social work regulatory bodies compensate their committees. Further discussion at next meeting.

**h) In-Camera Session – Confidential Matters**

***Be it resolved the board will go into in camera. CARRIED.***

**i) Committee Selection Policy Revision**

Addition to policy: Committee members must not be subject of active complaint. Should the complaint be filed during committee term, committee membership be placed on hold.

***Be it resolved that the revisions to the Committee Selection Policy are approved as amended. CARRIED.***

**j) New committee applications**

***Be it resolved that Barbara Balshaw-Dow and Ruth BZ Thomson are appointed as MCSW committee members on a committee as determined by the Registrar. CARRIED.***

**V. Minutes**

***Be it resolved that the Minutes of the June 17, 2021, are approved as presented. CARRIED.***

**VI. Business Arising**

**a) 2021-2022 1st quarter Financial Report**

Renewal payments have increased. Legal fees may be above budget this year due to complaints cases becoming more complex. A question was asked about MCSW hiring their own legal counsel. The legal fees line encompasses different lawyers with varied expertise. 80% of the legal fees to date is from one inquiry hearing.

***Be it resolved that the 2020-2021 1st quarter financial report is approved as presented. CARRIED.***

**VII. Standing Items**

**a) Executive Committee Report**

Did not meet prior to this board meeting as current College work is being completed at committee levels.

**b) Operational Update**

Preparations are underway for upcoming renewals. As the College is at the end of a continuing competence cycle, the College is offering educational opportunities for members. A resource hub is being developed to launch on the website on September 30 featuring reconciliation and anti-racism resources.

Discussion of resuming in person meetings. Suggestions include a hybrid model, allowing members to be either in person or online. One board member asked about a vaccine mandate if in person meetings resume. Meeting will remain online until further notice.

**c) Committee Reports**

**Registration Committee**

Current membership of 2466. 171 students, 82 active applications.

**Continuing Competence Committee**

CCP Committee did not meet over the summer. No update.

**Complaints Committee**

24 active complaints, 8 no jurisdiction complaints. General allegations include custody access assessments being biased; child welfare concerns, confidentiality not being upheld, referrals to public guardian and trustee without informed consent. 2 recent discipline outcomes and 1 recent censure. 2 appeals, one has been heard another hearing is being scheduled.

### **Inquiry Committee**

No hearings scheduled.

### **Finance Committee**

Finance and audit have been reported at this meeting.

### **Bylaw Committee**

Committee currently on hold following completion of By-Law and Regulation revisions.

### **Standards & Ethics Committee**

Committee reviewing private practice standards and developing guidelines.

## **d) Board Working Group Reports**

### **Anti-Racism Working Group**

Proposing that the Anti-Racism Working Group assumed the title and expanded role of Strategic Planning Working Group. Increased membership on Working Group is welcome.

***Be it resolved that the Anti-Racism Working Group Terms of Reference are repealed, and the Strategic Planning Working Group Terms of Reference are approved as presented. CARRIED.***

The link between board and committees is critical. New board members may want to join working group after the AGM. Tricia expressed interest.

***Be it resolved that Mary Heard, Beatrice Campbell, Isaac Ansah are appointed as members of the Strategic Planning Working Group. CARRIED.***

Florette Giasson left the meeting. (11:55)

## **e) CASW Report – Darlene MacDonald**

The CASW Board meeting was held June 16, 2021. Followed by a successful federation meeting on June 24, 2021. CASW 2021/2022 Annual Report & Financial Statement were released and are available at: <https://www.casw-acts.ca>. Gratitude to Jan Christianson-Wood, who finished her term as CASW Past President.

The CASW 2021 Election Hub brings together a variety of resources and other tools to help navigate Election 2021. The handbook grades the federal parties' platforms against CASW advocacy priorities and policy positions. It can be found at: <https://www.casw-acts.ca/en/2021-elections-hub>

On September 30, 2021 CASW intends to launch a social media campaign for members to honour the National Day for Truth and Reconciliation. CASW will also be issuing a release that will challenge other national organizations to recognize the day, as well as encouraging members to advocate for provincial recognition of the National Day for Truth and Reconciliation.

CASW Board meetings continue to be done virtually with the hopes of an in person meeting in June 2022 along with Federation members. The next CASW Board meeting is on October 28, 2021.

## **f) Reconciliation and Anti-Racism**

Draft statement for National Day for Truth and Reconciliation on September 30 is under development and its release will be timed with the Reconciliation Resource hub launch on the College's website.

RFP was issued to develop Indigenous learning modules. Proposals confirmed that this is a very costly initiative that could benefit social workers across Canada. Barb has had initial discussions with CASW and social work regulatory bodies and associations across Canada to consider bringing this initiative to a national level. Important that the content is developed and owned by Indigenous people. Considering partnering with an organization/academic institution that is already doing this important work.

**g) Strategic Planning Update & Discussion**

Working Group met with CamProf to discuss project and approach to 5-year Strategic Plan. Elders/knowledge keepers will join Working Group to provide guidance.

Discussion of key stakeholders – any group or organization the board feels is important to consult in this process. The College has an existing list that includes the social work programs in Manitoba, employer groups, CFS authorities, regional health authorities, government departments. Board members suggest private practice members. Barb confirmed that they would be consulted via survey, along with all MCSW members.

**VIII. Adjournment – 12:45 PM**

**THANK YOU TO 2020 -2021 OUTGOING BOARD MEMBERS**

**Jan Christianson-Wood**

**Adam Chrobak**

**Wil Hedges**

**Leo Jacinto**

**Florette Giasson**

**Gwendolyn Kydd**

**Alexander Sawatsky**

**Vicki Verge Burgess**